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Personnel Director
THRU: Inspector General
Security Officer, CIA

Removal from the Agency of Provisionally Cleared
Personnel Upon Security Disapproval

1. The Office of the Inspector General has voiced dissatisfaction in the number of provisionally cleared employees, subsequently disapproved by this office, making complaints concerning their removal from the Agency.
2. The Inter-Departmental Committee on Internal Security has studied the problem of releasing employees from the government service on the grounds of their being security risks. Although the recommendations of the Committee have not been formalized, the President has directed Federal agencies to re-examine the methods used in releasing employees for such reasons.
3. From the standpoint of employing persons subject to security investigation, the ICIS has set forth its views in its recommendation captioned, "C. Applicants". Under this section it recommends that: "In no event should any official make a commitment or a promise of employment to an applicant for a sensitive position, subject to completion of the required investigation. When it is considered that an applicant's services are so urgently needed as to make it desirable that he be given such commitment or promise, the head of the department or agency concerned should provide for his actual appointment to the position in question, subject to the necessary investigation and with the employee being fully informed of the limited nature of such appointment. Such appointment will assure him all of the procedural and other rights accorded an employee and, at the same time, will not serve to modify or change established minimum requirements for access to classified security information." This procedure, if strictly adopted, would require us to have a formal Employment Review Board hearing concerning all provisionally cleared employees later disapproved as a result of investigation. This procedure would be very cumbersome and would require considerable time of high-level Agency officials.
4. Inasmuch as our present procedure causes difficulty to the Office of the Inspector General, and inasmuch as it does not conform with the thinking of the ICIS, it is recommended that, if the Agency continues to employ persons on a provisionally cleared basis, such employment be on a temporary basis. It is believed that if provisionally cleared employees are appointed on a 90-day basis, a security determination will have been made before the expiration of that period. If the employee understands the temporary nature of his employment, it is believed that

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the problems experienced by the Inspector General under the present procedure will be materially minimized. In order to insure understanding on the part of the employee, it is recommended that he or she be required to sign a statement upon entrance on duty, indicating full understanding that no claim against the Agency can be made if the temporary period of employment is not renewed.

Sheffield Edwards
Colonel, QSC

WES/AFG:jaf

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